

ICSEW 2001 Biennial Training Conference

ICSEW will host approximately 400 delegates and guest speakers at its 2001 Biennial Training Conference, June 4-6, in Yakima, WA.

Members of the ICSEW Conference Committee have worked nearly two years planning this event. The agenda is packed with exciting keynote addresses, workshops, and activities throughout the conference. The scheduled speakers are:

- ◆ Governor Gary Locke
- ◆ Alice Rowe Rowe, Ph.D.
- ◆ Martha Choe, Director, Department of Community, Trade and Economic Development
- ◆ Kathy Buckley, Stage and Screen Comedienne
- ◆ Marilyn Grey, Motivational Speaker
- ◆ Judy Fountain, Author and Inspirational Speaker
- ◆ Debbie Rough-Mack, Department of Personnel

Workshop presenters will offer a

Celebrate the Past...



variety of topics, which include:

- Teaming for Success
- Living More Simply: The Battle for More Time and Peace of Mind
- Self Defense for Women
- Turning Stress Into Positive Energy
- Trust Me: Experiential Activities for Teams
- Putting Yourself First
- Feng Shui in the Home and Workplace
- Finances for Women
- Work Styles: So that's why you drive me crazy!

This conference promises to be packed with fun, excitement, and useful learning techniques from the moment

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Message from the Chair

By Kathy Shore

Serving on the Governor's ICSEW has been the most rewarding experience of my working career – both personally and professionally. I feel extremely privileged to work among some of the most highly motivated and dynamic women in state government.

When I was appointed to the Chair position a year ago, it was at a time when my life was in transition and more accurately, in crisis. I lost a job I loved, which was devastating to me and tough on my ego. On a personal level, I was in the throes of a messy and complicated divorce, with custody disputes involved, and court appearances. While I tried to appear professional and confident on the outside, inwardly I was feeling the sting of rejection on a personal and professional level.

My confidence was badly shaken from these events. While I did my best to maintain my composure, I felt rejected, and demoralized. It is interesting to stop and realize how much of our self esteem comes from what we “do.” We women often define ourselves by our relationships (wives, mothers) and in our culture, by our careers, and the appearance of outward success. We can sometimes confuse what we *do* with who we *are*.

In the midst of all this, I wondered if I could handle the challenges that were ahead of me (on all levels) and do a good job. I realized that being appointed Chair was a tremendous honor and an opportunity that would not come again. It was now or never.

I valued the confidence that the women on this committee placed in me, and wanted to be deserving of it. Through the support of good friends and ICSEW members, I soon discovered that I was not alone, that there were others who had been through similar experiences, and there were some pearls of wisdom, which really helped.

One was the old saying “*When the going gets tough, the tough get going.*” It was tempting to wallow in self pity. But we know that life isn't always easy, and sometimes bad things happen to good people. Sometimes we just have to pull ourselves up by our bootstraps and keep moving even when we don't feel like it.

Another saying was, “*Life is what happens when you are busy*”



Kathy Shore, ICSEW Chair

making other plans.” Dealing with the unexpected happens to all of us. Another saying was, “*It's not what happens to you in life – it is what you do with it that counts.*” When we are feeling kicked in the teeth by life, it can be tough to remain positive. But failure isn't in the falling down – it's in the staying down.

I had three kids to support, and fully intended to maintain custody. This was not the time to fall apart. In order to take care of those children, I needed to work, so I couldn't get away with holing up in my house. My new supervisors and co-workers were welcoming, gracious and kind – eager to help me be a success in my new position even though they gained an employee “by default.” It would not be fair to them to not do a good job. I needed to give the new job the dignity it deserved. In the middle of all this, I became determined to not only survive, but thrive.

ICSEW has made a huge difference in my life. I particularly value the friendships I have made. Women wear many hats – we're wives, mothers, single parents, caretakers of aging parents, students, supervisors, employees, neighbors and friends. Many of us are breadwinners, heads of household, and most of us are nurturers – juggling multiple roles and responsibilities – trying to do it all and do it well, and still be there for those we love.

In the midst of these negative events in my life, I found a lot of strength and support in the women on this committee. There were many who had been through similar circumstances, who rose above it, and offered their encouragement and support, proving through their own example that life can

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Over 360 Participate in ICSEW's Take Our Daughters to Work Day

A History of Growing Up Female in America was the theme for this year's “Take Our Daughters to Work Day.” State employees brought their children between the ages of 8 and 18 to work with them and then on to the Lacey Community Center. We had an action-packed day of events that began with Governor Gary Locke and Department of Health Secretary Mary Selecky and ended with Washington State Patrol Captain Colleen McIntyre.

Lisa Nichols motivated our spirit with her presentation on “Motivating the Teen Spirit” by helping us to improve our attitudes and self-esteem by 10 percent. Immediately following Lisa, all 360+ people participated in a “drop, cover, hold” exercise and evacuated the building. Good job done by all!!

After enjoying snacks (furnished by the Health Care Authority) participants enjoyed a beautiful break by relaxing and walking around the lake. A Career & Educational Fair followed featuring a wide variety of organizations.

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ICSEW Executive Board members Debbie Robinson and AnnyKay Melendez oversee registration for Take Our Daughters to Work Day at the Lacey Community Center. For more photos, see page 4.

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Letters to the Editor

I am sending you this note of thanks for the excellent symposium that was held here in Spokane last week (April 19). Staff reported how valuable and intense the Domestic Violence Symposium was for themselves and our students. I have read through student evaluations from our first week of class. They report how personal this information was for them and how valuable it is for them to know that there are resources for them.

I thank you for opening up the registration and allowing our students and staff to attend this day. We were able to send our day and evening Change Point! Students to this valuable day of educational awareness and

resources. Change Point! is our intensive program for displaced homemakers so this symposium touched many lives in a powerful and positive way.

Thank you for this and to ICSEW for holding this valuable day. You made a difference in lives of our women in transition here in Spokane!

Dawn Hitchens
Life Skills/Women's
Program Manager
Institute for Extended Learning
Community Colleges of Spokane

Thank you for coordinating a great DV workshop! The format was

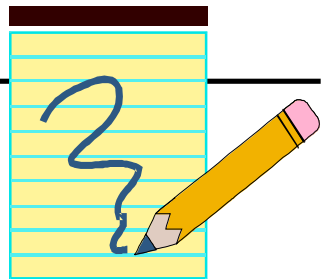
excellent—no one can tell the story better than some

one who has lived it—either as a victim, therapist, or law enforcement. Hopefully the information I gathered will not be needed, but if it is, I will be much better prepared to help.

I would strongly endorse making this workshop mandatory for all managers and supervisors.

Thank you for being brave enough to help others.

Michal Mickie Fichtner
Department of Ecology



ICSEW 2001 Biennial Training Conference

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the program begins on Monday afternoon until its closing on Wednesday.

ICSEW offers these biennial conferences to provide all state employees an opportunity to learn and grow in both their professional and personal lives. These conferences have repeatedly demonstrated their value over the past 20 years by providing learning opportunities to thousands of state employees.

One of the particular draws to these conferences is that the agendas

appeal to all varieties of working individuals, not just a select group or profession.

We sincerely hope you enjoy the upcoming conference and gain lifetime benefits from the training provided. See you in Yakima!

2001 Conference Mission

To provide a forum in which working women at all levels can explore imaginative ideas and adopt innovative techniques to help them rise to new levels of responsibility, recognition and reward.

To assist women in building

confidence, create possibilities, and arrive at reasonable, real-life solutions to the challenges they face in their personal and professional lives.

Committee Members

Members of the 2001 Conference Committee include: Debbie Thie; Alice Hoffer; Carolyn Lawson; Charlee Holt; Dee Dee Bigelow; Janet Person; Jude Cryderman; Kathy Forbes; Marilyn Nelson; Roxann Dempsey; Sharon Oldenburg; Staci Sleigh-Layman; Tammy Lee; Texas Robinson; Vicki Rummig; and Conference Chair Karen Dunn.

Over 360 Participate in ICSEW's Take Our Daughters to Work Day

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A big thanks to our Career Fair presenters:

- Body Mechanics; Dalean Howard
- Dept. of Natural Resources; Laurie Bergvall, forester & Jeannie Udd, fire prevention coordinator
- Fitness Trainer and Body Builder; Gerri Deach
- Lacey Fire Dept. # 3; Cassandra Willis
- Mixx 96; Carol & Sarah Thompson, Trina Kendall

- Pierce College School of Dental Hygiene; Jeanie Oatfield
- Running Start, South Puget Sound Community College; Karen Turner
- Thurston County Women's History Project, Shana Stevenson
- Washington State Patrol; Captain Colleen McIntyre

Dr. Ken Briggs, a professor at CWU and his daughter, Jamie Briggs Youngquist, followed a lunch break with a motivational and participatory presentation. The title was "Perception: Making a half empty glass...half full."

Captain Colleen McIntyre from the Washington State Patrol presented the grand finale.

A huge thanks to the planning committee!! Members include:

Kayci Brand, DNR; Connie Clark, HCA; Gail Grosvenor-Nyreen, DSHS; AnnyKay Melendez, OSA; Julia Ojard, WUTC; Debbie Robinson, WSL; Kathy Shore, DOH; Jeannette Terry, DFI; and Anne Yarbrough, OSPI

If you are interested in participating with your child next year, please plan to spend the fourth Thursday in April of 2002 with the ICSEW.

Message from the Chair

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and does go on, and that things do get better.

I also found out that being Chair doesn't mean having to be perfect, having all the answers, or being the only leader in the group. I quickly discovered that I did not have to control everything. I've learned a thing or two about delegation, asking for help, and the importance of listening to more than one point of view. Tapping into the collective wisdom of the group means that we learn from each other.

One of my strengths is talking – I have never been criticized for listening too much! However, I am finding that listening is extremely important – far more important than talking – and it's been good for me to practice it more.

I think there are two words I would use to describe an ICSEW representative: Courage and Commitment. Courage doesn't mean not being

afraid – courage comes from doing what we are afraid of. Many of our members come on board not really knowing what is expected of them, or what they will be expected to accomplish. Some assume that this is a fluffy "women's group." That perception quickly changes when they become committed and get involved.

We really don't know what we can do until we try it. It has amazed me to watch our representatives grow and change on this committee – stepping up to challenges they never imagined.

I've seen shy, retiring women step up to the plate – coordinating large, interagency events with new and innovative ideas, stepping up to a microphone in front of large audiences while their knees were knocking and finding out that they were good at it, inviting and contracting with prestigious speakers, writing contracts, writing articles for the newsletter, running

committees with the efficiency of a CEO, and coordinating three-day conferences for audiences of 500 women from all corners of the state ... as volunteers, without the benefit of a conference coordinator.

Some of these new found skills have resulted in promotions and career changes. I've seen our representatives work their hearts out, out of sheer dedication and a desire to make life better for other state employees – giving their very best efforts to a cause – not for money, but from the personal satisfaction that comes from trying to make a difference.

All have come away from ICSEW with greater confidence and belief in themselves. We all have leadership skills, and ICSEW is a marvelous opportunity to be innovative and creative and do great work.

It has been a great opportunity to be part of this committee. I've had a wonderful time!

The History of the Child Care Task Force

By Julia Ojard and Maryann Connell

The Child Care Task Force is a small group formed at the direction of ICSEW to examine state employee needs and issues concerning childcare. This resulted from an open forum discussion on childcare at a previous general membership meeting. Maryann Connell was asked to chair the Child Care Task Force (CCTF) in August of 1999. The task force was formed in September of 1999, at the Governor’s ICSEW general membership meeting. The initial members were Maryann Connell, Chair, Department of Agriculture; Brenda Howard, Higher Education Coordinating Board; Chrystal Andoh, Department of Revenue; and Julia Ojard, Washington Utilities and Transportation Commission (WUTC). Rose Pelegrin, with Labor & Industries joined the group in September of 2000.



At the first CCTF, the group members focused their efforts on brainstorming the best way to have a significant impact on the very broad and far-reaching issue of childcare in general. Some of the ideas that resulted are: finding out what quality childcare means to state employees; how fortune 500 companies approach the childcare needs of their employees to increase productivity, decrease turnover and absenteeism, and enhance their bottom line; and what existing resources are currently overlooked which could help the underserved school-aged population needing daycare – an issue that was pointed out in the open forum discussion. Other ideas were: what types of before and after school programs could be offered that would interest both children and their parents? Could public facilities be used free-of-charge to accommodate the students’ needs? Could homework time be accommodated in an after school program? How could safe, consistent care be provided? Could enrichment classes be offered through parent participation or volunteerism?

The members returned to their agency workplaces and began soliciting

answers from co-workers with childcare needs, asking what “quality childcare” would be for them. Reliable, safe, consistent (low staff turn-over) care was the main concern that the members heard from employees. Another issue that was brought to light was the expense (if it was available at all) of before and after school care for school aged children. Parents’ having to pay full time prices for children needing care for only a few hours in the morning and evening is a big chunk of most employees’ location was a major fac-childcare, and the types of as rotating shifts or evening overtime, were noted for for employees finding hours.



The committee began websites, contacting referral agencies, and look-currently exist for early on how complex and varied childcare needs are – not to mention the high expense.

The committee conducted a 20-question survey of all state agencies to find out the top concerns of employees, costs, availability and how they define quality care. The survey also asked employees their opinion of on-site or near-site care. Currently the committee is working to partner with resource and referral agencies, since it was also noted that some agencies simply do not have the funds to reach potential clients. State employees were often unaware of potentially helpful programs and facilities, so the committee is currently working to fill this need between parents and providers. The survey results will be available on the ICSEW website later this year. The ICSEW general membership will also review the results, and a recommendation will be made to the Office of the Governor based on their findings.

Kid-Time Offers Before/After School Care

By Julia Ojard and Maryann Connell

Examining the issue of care for school-age children, Julia Ojard had a fateful meeting with Sondra Walsh, her fellow WUTC employee and Treasurer of Tumwater Hill Elementary PTA. Coincidentally, Sondra was working to open an on-site daycare facility at Tumwater Hill Elementary, called Kid-Time. Sondra shared with Julia and the rest of the committee how she was going about the process of developing a budget, getting the proper licenses, and hiring staff for this on-site daycare program at Tumwater Hill. Julia worked to track Sondra’s progress and they shared with the CCTF Sondra’s processes for formulating the budget (including revenues for a full-time director); licensing with the state, insurance, the hiring and screening process for potential staff, and use of school facilities for activities and enrichment programs.

In September of 2000, Sondra’s Kid-Time program opened its doors at Tumwater Hill Elementary to provide before and after school care for students. Sondra’s hard work and tenacity has had a huge payoff. The success of the Kid-Time program is obvious from the feedback given by parents, students and the Principal of the school. Noting the success of Kid-Time, the committee thought that it was a model program for the underserved school-age daycare population, and requested to learn more about the details of Sondra’s undertaking in getting Kid-Time established. To share that information, Sondra graciously gave time and energy to work with

committee members to develop a PowerPoint presentation outlining the Kid-Time program, how it works, and why it is so successful. The committee’s goal was to showcase this successful program as a childcare model for the state of Washington.

What’s different about the Kid-Time program at Tumwater Hill Elementary School, than other before and after school programs?



The *Kid Time* program is totally self-supporting and has eliminated the need for the school to do “*fund raisers*” and it brings program-generated funds into the school.

A *high success rate* is due to the close parental involvement from the beginning, and the continued involvement to improve the program.

Enrichment classes are offered to the children in the program. The enrichment classes offered are: Spanish, Japanese, Sports Clinic, Woodworking, Theater, and Tai Kuhn Do.

Kid-Time offers a drop-in schedule

Low staff turn-over is due to competitive wages (25% higher than most caregivers, dental and health benefits, and paid annual and sick leave) and it has a full-time program director.

Offers tutoring in math and reading to all participants who desire this assistance. The wages paid to the tutors are reimbursed to the school through the utilization of The Evergreen State College Work Study program.

Tumwater Hill Elementary Principal, Brian Duke offered these comments about the newly founded program: “The program is benefiting

our school immensely. Last year, Sondra came to me with the idea of the school taking over the before and after school childcare program, and having our PTA be responsible. Through huge amounts of her personal time and energy, she has done that. The benefits for us are immense in several ways. One of the benefits is that our kids are coming to school calmer than they did out of the previous program. The close relationship that we have with the parent organization and the folks running Kid-Time is that they are working really hard at matching our school rules. In the past, the other folks running the previous program were not quite as successful at being consistent with the school rules, which confused the children attending the program.”

“The other thing that is a huge benefit for me, is that we’re not having to do school fund-raisers for the school as a whole, because the daycare fund is financing what we have traditionally done in the



past for raising capital. Those of you involved with the building budget know that we don’t have

enough in our budget to do everything we want to do for field trips, special assemblies and those things that have all been traditionally supported by the PTA in the past. The awkward part for me was that it was difficult for me to put kids in the role of selling things to support our school activities. We are in our first year of this program and it’s just going wonderfully. We’d be happy

to address your PTAs or parent groups, or answer any questions you may have regarding this project.”

The Kid-Time PowerPoint slide presentation was given at the general membership meeting of the Governor’s ICSEW on November 14, 2000, with Sondra Walsh presenting and Brian Duke attending to lend his support and also answer all the questions from the audience after the presentation. The CCTF gratefully acknowledges Brian and Sondra for the time they have taken to share their success story with state employees. Sondra has been generously contributing her time and materials in working with the CCTF to make this information available to share with others interested in starting their own program.

The CCTF is working to compile resources for state-employees and act as an advocate for quality care, early learning and continuing education for providers. Childcare is a huge issue that directly, or indirectly affects all of our lives in some way. Whether the issues are your own, or those of a co-worker the Child Care Task Force recognizes that solutions require the involvement of all who are willing to step-up to the challenge of nurturing our nation’s future. We welcome your comments and would like to know if you have a successful childcare model that you would like to share with the CCTF.

To request a copy of the Kid-Time PowerPoint presentation, share your thoughts, or for more information about the CCTF, please contact:

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Photos by
AnnyKay Melendez
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Take Our Daughters to
Work Day Chair
Connie Clark

It's an Age Thing, They Tell Me

By Rhonda Scarborough
It's an age thing, they tell me. It is a matter of fact that with age things change. I have defied the optometrist for years. In my 20s, he told that by my 30s I would most likely need glasses to read. He cheerfully added that the rest of my family had been fitted for the latest in fashion eyewear by this age. Of course I laughed at him and said "not me!" We went through the same thing in my 30s and even into my 40s. Well last year I turned 45 and the strangest thing happened. Things started to look different in the morning. The morning paper seems to be a bit more smudged. I thought this odd since now print setting is obsolete and word processing is the rage. It must be cheap ink. The books on my bookshelf seem to have acquired new pages with hard-to-read print. The ingredients on the shampoo bottle can no longer be read with the 'naked eye,' and that can be a problem if you are standing in the shower and feel the need to read the back of the bottle.

Although I feel pretty good about myself when I look in the mirror, lately the image I see is not quite as clear as it used to be. Now mind you I can still read anything far enough away, but it is those up-close and personal things that I seem to have trouble with nowadays. And speaking of up close, I still haven't figure out where those silly little lines around my eyes came from. How do they get there? And what a horrible name for them, crows' feet! Yikes! Back to the eyesight issue. Have you noticed how small they are making the fine print lately? And there is so much more of it. That must be the real problem. It isn't my eyes, it is the amount of information they require the manufacturer to put on the label. It used to be that the back of a bottle, a nutrition label or even the tag in my clothing was no challenge at all. Now, not only do I need a magnifying glass, I need a dictionary of the latest terms just to go to the grocery store. It used to be that a bottle of Bayer aspirin and Vicks vapor rub would get you through the cold season. Now there are so many products and so many precautions!

Mercy, I feel my head start to spin and I get weak in the knees when I think about having to make a choice. Or is it just the strain of trying to read and decipher the medical jargon? They all comment on stuffy noses and aches and pains, but none of them deal with blurring vision that comes about when trying to focus on what symptoms the medication is supposed to address. Now the rest of my concern is more a fashion statement. You know those eyeglass chains that your fifth grade teacher used to have...the ones whose purpose, we thought, was so that if you bumped her on the playground she wouldn't drop her glasses? Or possibly it could have been so that she wouldn't lay them down for some would-be prankster to hide them. Then remember how grandpa and grandma used to wear those silly half glasses and

look over them at you as they looked up from the book or paper they were reading? I always thought that was just part of that "Did you hear me?" look. Well, I now find that WalMart and Costco are great suppliers of theses sorts of items, and at a very reasonable price with a selection for all lifestyles. It is true, you don't appreciate what you have until it is gone. For me, well I just appreciate the fact that I had it so good for as long as I did. Although now, I understand how distressing it has been for those of you who have had to deal with this condition all your life. Consider yourself fortunate. For those of us who are embarking on a new frontier. . . Should I get the wire rim half glasses or should I go with the horn rimmed bifocal?



Quotations from Women About Women


- I refuse to think of them as chin hairs. I think of them as stray eyebrows. — Janette Barber
- Who ever thought up the word "Mammogram"? Every time I hear it, I think I'm supposed to put my breast in an envelope and send it to someone. — Jan King
- You know the hardest thing about having cerebral palsy and being a woman? It's plucking your eyebrows. That's how I originally got pierced ears. — Geri Jewell
- Laugh and the world laughs with you. Cry and you cry with your girlfriends. — Laurie Kuslansky
- My second favorite household chore is ironing. My first being hitting my head on the top bunk bed until I faint. — Erma Bombeck
- The phrase "working mother" is redundant. — Jane Sellman
- Thirty-five is when you finally get your head together and your body starts falling apart. — Caryn Leschen
- I try to take one day at a time, but sometimes several days attack me at once. — Jennifer Unlimited
- If you can't be a good example, then you'll just have to serve as a horrible warning. — Catherine Aird

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